WORKFORCE ARIZONA COUNCIL
Full Council

Thursday, November 30, 2023 ‖ 1:00 pm – 3:00 pm
Hybrid Meeting
Location: 1700 W Washington St., Phoenix, 85007 2nd Floor, Conference Room 200
https://us02web.zoom.us/j/6612530414?pwd=WEJaVjcrejRyY1hCTkhUMmFCdGFiQT09
Meeting ID: 661 253 0414
Passcode: 612238

Full Council Member Present
Chairman Mark Gaspers, Boeing
Vice Chair John Walters, Liberty Mutual
Second Vice Chair Audrey Bohanan, Adelante Healthcare
Ian O'Grady, Policy Advisory, Governor Hobbs
Gregory Anderson, Summit Healthcare Services
Alexander Horvath, Tucson Medical Center
Willard James, Centene
Brain Rice, HonorHealth
Randall Garrison, FenTek Industries
Michelle Bolton, Intel
Dennis Anthony, Arizona Public Services
Thomas Winkel, Arizona Coalition for Military Families
Debra Margraf, NECA
Shawn Hutchinson, Phoenix Electrical
Beverly Wilson, Arizona Dept. of Education, Title II
Angie Rodgers, CEO, Department of Economic Services
Kristen Mackey, Department of Economic Services, Title IV
Sandra Watson, Director, Arizona

Jenna Rowell, Local First Arizona
Heather Carter, Maricopa County Community College District

Commerce Authority
Full Council Members Absent
Senator Sine Kerr, Senator of Arizona
Representative Justin Wilmeth, Arizona House of Representatives
Larry Hofer, Cox Communications
Todd Graver, Freeport McMoRan
Bobbi D. McCormack, CP North America
Karla Moran, SRP
Danny Seiden, Arizona Chamber of Commerce & Industry
Stephen Richer, Maricopa County Recorder
Scott Holman, TSMC
Daniel Witt, Lucid
David Martin, Arizona General Contractors
Jackie Elliott, Ed,D., Central Arizona College
Bill Ruiz, Southwest Mountain States Carpenters Local Union 1912
Josh DeSpain, IBEW Local 570
Jeffrey McClure, CEO, Pinal County
Mayor Regina Romero, Mayor Pima County, Tucson

1. **Welcome**
   Chairman Mark Gaspers welcomes all Council members and the public to the Q4 2023 Full Council meeting.

2. **New Council Members Appointments**
   Chairman Gaspers extends a welcome to the newly appointed Workforce Arizona Council members, on behalf of Governor Hobbs and the Workforce Arizona Council. The Council looks forward to the valuable contributions of the new members, expecting a positive impact through united efforts. The new members are:

   Jenna Rowell with Local First Arizona, Bill Ruiz with Southwest Mountain States Carpenters Local

Union 1912, Josh DeSpain with IBEW Local 570, Heather Carter with Maricopa County Community College District (MCCCD), Mayor Regina Romero of Tucson, Pima County, and Jeffrey McClure, Chief Elected Official of Pinal County.

Chairman Gaspers opens the floor to the new Council members to speak.

Comment:
Jenna Rowell: She is pleased to be a part of the group and the efforts that the Council works towards. After receiving this initial packet for the meeting, she notices it is clear that there is a lot going on in the State of Arizona with a lot of great momentum. She touches on Local First Arizona, and that Local First Arizona is the state of Arizona's federally designated rural and development council and Local First is working on some major workforce development projects in rural areas. Currently, the largest across all 5 counties in Northern Arizona. Jenna Rowell is excited to be a part of those projects and excited to plug some of those projects into the Workforce Arizona Council and looking forward to working with all the council members.
Heather Carter: Shares that she is happy to be on the Council, she had served on this council previously at the senate level and as the higher education workforce development chairman. She acknowledges the work that this council has done in the past and will do in the future is very important to the future of Arizona, Heather is honored to be here.

3. **Call to Order**
   The meeting is called to order at 1:05pm.

4. **Success Story - Female Electrician Success Story**
   Chairman Gaspers touches on a success story about a female electrician, Sierra E., and the success she has had, this was submitted by Council member Debra Margraf.

   Sierra E. began her trade journey at 19 in Portland, Oregon, shifting from a chemical engineering degree to a practical apprenticeship. After relocating to Arizona at 21, she specialized in commercial service and significant projects through a union apprenticeship. Now a Journeyman with a focus on foremanship, Sierra excels in infrared scanning and annual maintenance while actively advocating for women in the trade, holding key roles on the women's committee and local executive board.

5. **Call to the Public**
   Michael Smith, LWDB of Mohave La Paz, thanks Chairman Gaspers on behalf of AWA for the 1:1 meeting opportunity, and it is greatly appreciated. Michael Smith thanks Rachael Tashbook with OEO, for the data that has been shared with the local boards. The data has been shared with the board of supervisors as well as the local workforce development board. And with the local workforce development in Mohave La Paz, Michael has received more responses to sharing the data and if there is more data coming. Michael would like to thank the state for the state planning meetings. Michael touches on the workforce modernization and having Ms. Hart come and spend time with Mohave La Paz on workforce modernization. Lastly, Michael touches on how it can be challenging working with the current systems for local workforces and directors. Having several employees in different local areas that have resigned because of the difficulty working in the current system and looking for a new system. Thanks Chairman for allowing him to speak.

6. **Consent Agenda**
   Approval of minutes from the September 7th, 2023 Q3 Full Council meeting
   OEO Workforce Team Report Out
   a. **ETPL Workgroup**
   b. **Roles and Responsibilities Review**

      c. **DOL Monitoring Update**
      d. **Council Annual Report**
      e. **AZ Quest**
      f. **NTN Local Plan Approval, Vote**
      g. **BuildItAZ Plan 2023-2026**

Heather Carter motions to approve the consent agenda, Dennis Anthony seconds. The motion passes.

7. **Workforce Project and LMI Update, OEO**
    a. **Integrated Data System Presentation, Ferris Ramadan**

Background information: Laws 2016, Chapter 372 established the Workforce Data Task Force to support the evaluation of workforce and education programs. The Office of Economic Opportunity (OEO) established the Integrated Data System (IDS).   The IDS is a longitudinal data system that connects and links administrative records. While the data already exists our system uses data matching to combine them to evaluate the programs. As of the today the system includes 2 community college districts (Maricopa Community Colleges, and Pima Community Colleges) and 4 state government systems (DES AJC, DES VR, DES UI Wages, and ADE Adult Ed.). Allowing the ability for IDS to evaluate the systems overtime to answer more data driven questions with greater accuracy. Two important components of the IDS: Data are *exclusively* used for statistical analysis and research may be conducted by OEO staff and external parties.

Design and Accessibility:

    IDS is hosted on the Google Cloud platform. OEO uses NIST guidelines for information security and project proposals are approved by the data owners.
    In order to initiate a project, the OEO has a Project workflow:

        Parties sign data use agreement that complies with federal regulations

        OEO prepares anonymized data needed for the project

        OEO provides secure access and workspace for analysis

        OEO reviews & screens output for disclosure risk

    Longitudinal data systems created in other states:

        Emphasis on evaluating benefit for vulnerable / high-risk populations.
        Title I program participants experienced a 14% decrease in overall employment 32 months after exit (Ohio Office of Workforce Transformation)

    Active Projects:
    Workforce Effectiveness Advisory Committee:
    - Established by OEO Director to streamline evaluation of workforce development programs

    Support external program evaluation with data source partner (*December 2023*)
    Validate and expand IDS data matching methodology (*February 2024*)

    Develop an IDS Research Agenda (*March 2024*)

    Identify and communicate priorities for workforce development on the IDS for 2024-2028

    Emphasis is identifying agency priorities (e.g. key questions, activities, ethical considerations)
        Equity: backgrounds, experiences, opportunities, and access
        Predictive analytics: positive and negative outcomes
        Subject matter experts from OEO, DES, ARIZONA@WORK & partner agencies

Workforce Development evaluation (*April 2024*)
>ARIZONA@WORK Title I Adult participants
>Evaluate industry of employment
>Longitudinal performance outcomes & completion rates
>Identify predictive wage features to identify higher areas of impact

b. Training Effectiveness Project Feedback, Rachael Tashbook

The statewide Eligible Training Provider List (ETPL) includes eligible training providers and training programs that are approved by both the Local Workforce Development Areas (LWDAs) and DES to provide training services to eligible WIOA participants. Training programs must meet state and local requirements of in-demand industry sectors and occupations in Arizona, and result in a recognized credential. Main Focus today will be an ETPL piece for adults looking for ETPL training.

The ETPL is designed to provide WIOA participants with a wide range of training options. It ensures that the training providers listed meet certain quality and performance standards. This would be initial eligibility and the programs need to meet continued eligibility to stay on the list. This can also be used by the State Workforce Council, DES, and local workforce board to support better employment and wage results for Arizonans in need of workforce services. By enrolling people in training it can help people get better jobs with better wages to provide more stable employment.

This can be done by Governing bodies that are required to ensure that minimum performance levels are met for initial and continued training provider eligibility. Further, governing bodies may provide tiered resources to help improve employment and wage outcomes. If a training program is not helping individuals, there is a review to ensure continued eligibility.

One area that can be difficult when measuring performance is identifying and accounting for barriers that participants in training programs face. Example, many participants may be homeless, or single parents… and these training providers may not be able to control, and this must be taken into account. OEO is developing a means to help state and local policy makers, policy enforcers, and training participants have a better understanding of which programs are most impactful. This data can be used as a tool to help the workforce system better utilize training program that provide the best employment and wage results.

Some questions that are being asked when evaluating training providers, and whether a program is successful, we need to know:
- How do we fairly identify what is a problem with a training program versus uncontrollable circumstances?

>-How do we assess training programs if the economy is bad or their participants have a lot of barriers?
>- How do you fairly assess training programs focused on retraining individuals who are already employed, but looking to improve their skill set?

>- What do we do when we identify that, despite these nuances, a program is performing especially well or especially poorly?

>The solution is to develop a customized effectiveness evaluation model. This would be accomplished by basing effectiveness off of the unique participant and economic characteristics of each training program after participant's exit Title I B Adult Services.

>Example: if a given participant enrolled in a specific training: Is homeless, the program would be expected to have lower performance outcomes. Or, lives in a community that needs a lot of this occupation, that could increase expected employment level performance

outcome. What is the realistic outcome of these barriers? And those need to be taken into account. The evaluation model will take into account all the variables and come up with an unique performance expectation for each training program.

The evaluation model estimates the effectiveness of the training programs offered on the ETPL based on three measures:

Employment 2nd Quarter after Title I Adult program exit

Employment 4th Quarter after Title I Adult program exit

Wages 2nd Quarter after Title I Adult program exit

The programs are taken and separated into 3 categories:
Exceed expectations,
Met expectations
Below expectations.

There is a first draft of this model and receiving feedback from DES and leadership of local board directors, ETPL coordinators. However, we are still gathering feedback on this model. Currently have a model that uses 3-years of performance data to evaluate effectiveness of programs in serving Title I-B Adult Participants. And continuing to test the efficacy of the evaluation model. In addition, hoping to gain further feedback from state and local partners. As the model is tested, building tools that would make the data accessible and usable to partners.

In conclusion, The ETPL is a key tool for improving employment and wages for Arizona's job seekers. The ETPL won't be used effectively if there isn't clear performance analysis on the training programs. The results of this study will help stakeholders including the State Workforce Council, DES, LWDB, education providers, and students to use the ETPL as intended.

Questions:

Kristen Mackey: refers to slide regarding an individual being homeless or individuals with disabilities, and may have a lower performance outcome, hoping that these situations are not held against the provider, but it's the performance and still expecting to have the same level of curriculum at the same level it would be given. Hopefully the curriculum would be able to provide accommodations. When there are lower performance outcomes are we saying that we are expecting 'less' because the provider is bringing on individuals with barriers, what is the methodology behind that?

Rachael Tashbook: THis model isn't saying that this model would be different for individuals based on their barriers, if anything it is trying to encourage enrollment and not fear punishment for taking on extra risk. WE are trying to encourage extra risk that will be noted. However, we still want to see them achieve great results for all participants.

Kristen Mackey: If you are evaluating the outcome and bringing more participants on in the future, is there an adjustment model that happens at the end to accommodate those participants with multiple barriers?

Rachael Tashbook: The way the model works right now, is that it is a predictive model, with expected level of performance. But it is built and based off of the statistical adjustment model that had been designed for performance negotiation with the local board. Doing the adjustment is something that can be considered. The hope would be here is what is working well and how do we move in that direction and how can we use the model in a meaningful way.
John Walters: Where does the feedback on the businesses and from the workforce integrate into the model?

Rachael Tashbook: We will need to get business feedback. So far, we have had discussions at a regular ETPL coordinator meeting, and have gone through the model with that group and started to discuss with DES Title-I team. This is still at the point where we are looking to get more feedback on the model. One change that has been made based on the feedback received, previously the training programs were compared to each other, however, that is not an effective model because there could be 2 great programs. The analysis was re-done to make it so that the training programs were only

analyzed based on their own participants and own successes. It will be more interesting when we receive more public feedback and the additional changes that can be made.

John Walters: Where my mind goes is the healthcare program to get feedback from health care organizations, to see where there is high performance and possibly some gaps. Maybe the community colleges need some tweaks and changes based on apprentices. There are opportunities to get fast and real time feedback to get better quality feedback, rather than the lagging of feedback.

Rachael Tashbook: When we reach the point after working with local boards and state council on how to best integrate this model, there could be places where it makes sense to refer to the model or get feedback from other areas, such as businesses and the results could improve a lot based off of the training programs.

c. Labor Market Information Update- Rachael Tashbook

The Office of Economic Opportunity Research Updates for Q1 2023 (July 2023 - September 2023). The updates include the release of NEW 10-year employment projections (2022-2032), the relaunch of the In-Demand Industry & Occupation tool on the ARIZONA@WORK website, and the completion of economic analysis for the state 4-year workforce plan.

Additionally, the upcoming projects involve generating new economic conditions reports for the Local Workforce Development Boards (LWDB), creating new industry & occupation rankings for LWDB's use in In-Demand Selections, conducting a new analysis for the statewide statistical adjustment model (SAM), and continuing progress on Workforce Innovation and Opportunity Act (WIOA) Title I training results research.

Arizona Total Employment Year Over Year (YOY) Change
The total employment is projected to grow 477,968 jobs or 1.4% annually from 2022-2032.

Note: Annual growth may differ from year-to-year between 2022 to 2032, but is projected to average the growth noted in the chart.

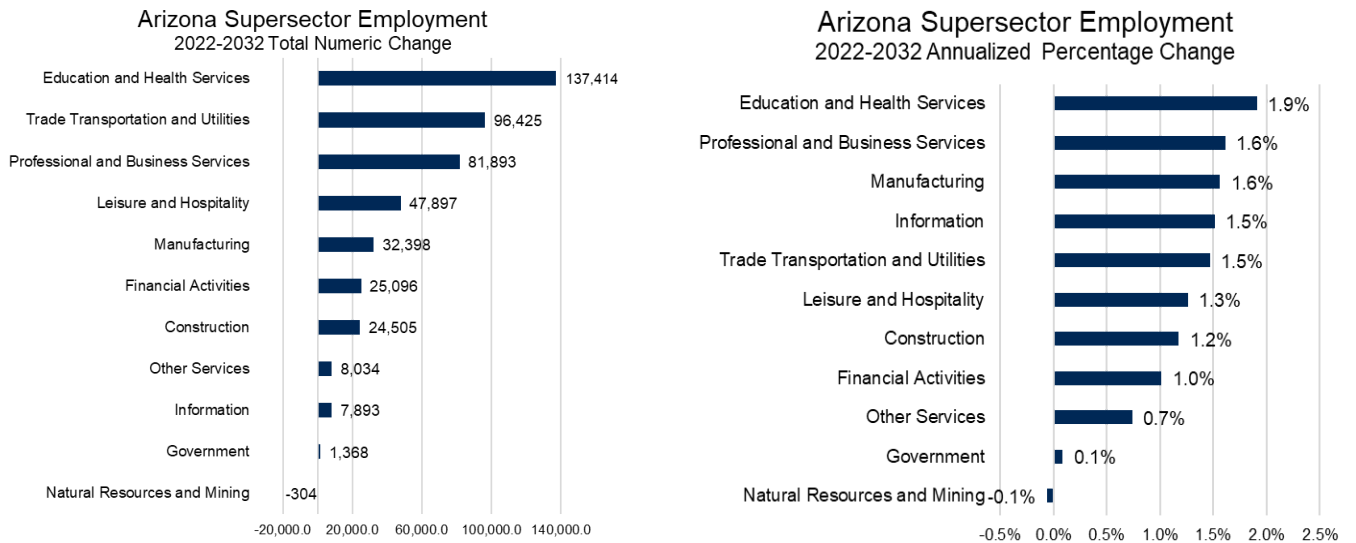Source: Arizona Office of Economic Opportunity
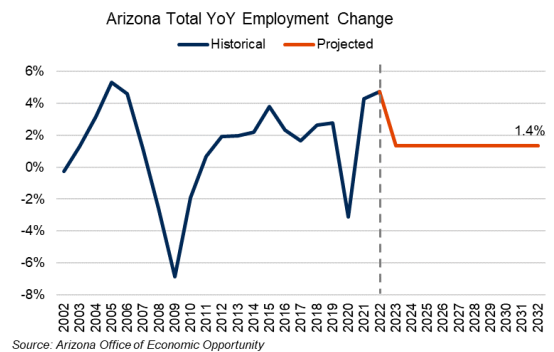
Arizona Total Numeric Employment
This will result in slow and steady
growth in employment, however still should remain mindful in terms of employer and job seeker matches.
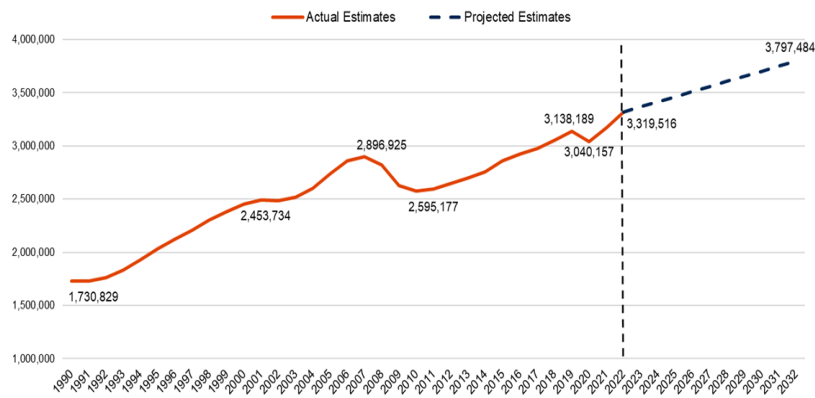
Source: Arizona Office of Economic Opportunity
NOTE: 2022-2032 numbers reflect average ten-year projected growth. Only 2032 employment values were estimated for this release. Employment values from 2023-2031 are not official projected estimates and are included for continuity purposes only.

Projected Industry Employment Change

Arizona Supersector Employment
2022-2032 Total Numeric Change

Industry	Change
Education and Health Services	137,414
Trade Transportation and Utilities	96,425
Professional and Business Services	81,893
Leisure and Hospitality	47,897
Manufacturing	32,398
Financial Activities	25,096
Construction	24,505
Other Services	8,034
Information	7,893
Government	1,368
Natural Resources and Mining	-304

Arizona Supersector Employment
2022-2032 Annualized Percentage Change

Industry	Change
Education and Health Services	1.9%
Professional and Business Services	1.6%
Manufacturing	1.6%
Information	1.5%
Trade Transportation and Utilities	1.5%
Leisure and Hospitality	1.3%
Construction	1.2%
Financial Activities	1.0%
Other Services	0.7%
Government	0.1%
Natural Resources and Mining	-0.1%

It is important to note that most of the growth is in Maricopa County, with many different industries having growth over the years. Most of the growth is in healthcare and also anticipating growth in professional and business services and manufacturing. Some of the largest industries to see growth would be health care services but in addition, trade transportation and utilities and leisure and hospitality.
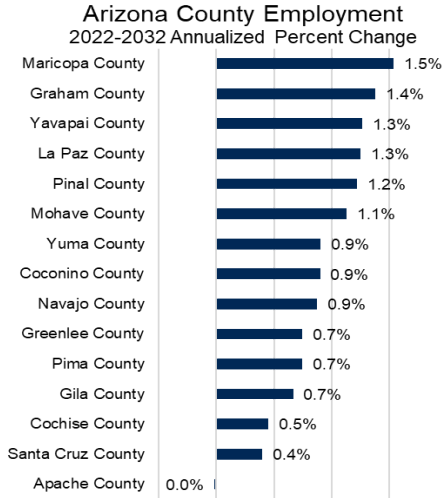
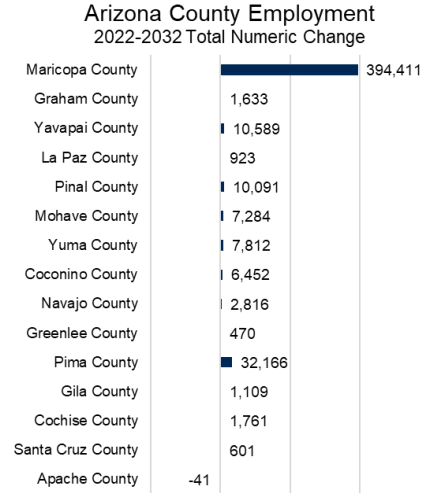Arizona and US Projected Annual Percentage Change

Source: Arizona Office of Economic Opportunity, Buruea of Labor Statistics
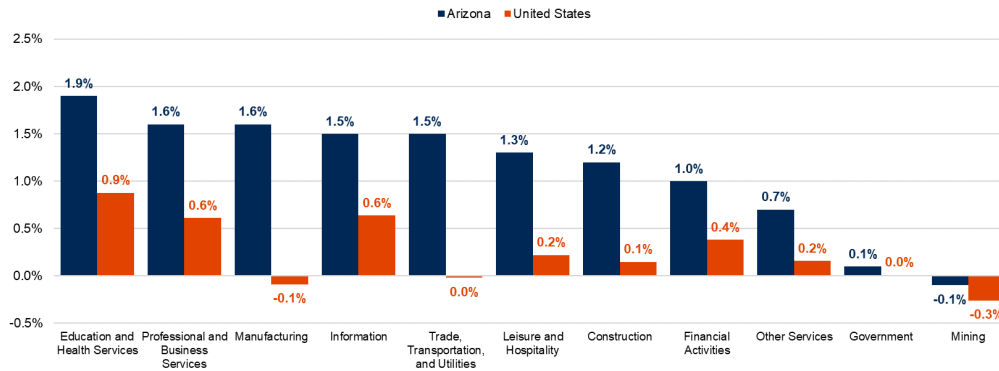
Most industries in Arizona will be experiencing higher growth than what will be anticipated federally. This does show some projected declines, such as mining. Otherwise it is similar to see that most industries are expecting growth. Federally anticipating less growth in manufacturing than Arizona, which is anticipating more growth.

Projected Employment Change by County

Arizona County Employment
2022-2032 Annualized Percent Change

County	Percent Change
Maricopa County	1.5%
Graham County	1.4%
Yavapai County	1.3%
La Paz County	1.3%
Pinal County	1.2%
Mohave County	1.1%
Yuma County	0.9%
Coconino County	0.9%
Navajo County	0.9%
Greenlee County	0.7%
Pima County	0.7%
Gila County	0.7%
Cochise County	0.5%
Santa Cruz County	0.4%
Apache County	0.0%

Source: Arizona Office of Economic Opportunity

Arizona County Employment
2022-2032 Total Numeric Change

County	Numeric Change
Maricopa County	394,411
Graham County	1,633
Yavapai County	10,589
La Paz County	923
Pinal County	10,091
Mohave County	7,284
Yuma County	7,812
Coconino County	6,452
Navajo County	2,816
Greenlee County	470
Pima County	32,166
Gila County	1,109
Cochise County	1,761
Santa Cruz County	601
Apache County	-41

Source: Arizona Office of Economic Opportunity

Maricopa County is projected to account for 83% of job gains in Arizona from 2022-2032.

More information can be found on the website: https://laborstats.az.gov/

Questions:
John Walters: Previously attended a panel discussing mining. The impression that was given was that mining is expanding and growing, especially in the green economy. The data is surprising, any context moving to green economy and the green mining industry data?
Rachael Tashbook: It does seem that there seems to be some investment in that area. However, this is based on the data that we have at this point, but that doesn't mean that we won't see more growth in that area.
Chairman Gaspers: Are you saying that the data is pulled off of trends, or is it looking at what the industry is saying?
Doug Walls: OVer the last 10 years, we have seen some steady reduction in employment in mining, with the new opportunities, we are anticipating slower declines in mining over the next 10 years but should be slower declining.
Audrey Bohanan: My question is understanding where we have the gaps, and shortfalls and where as a state do we have the greatest opportunities? Also, as a state should we be investing more dollars in particular areas? And are we as a state, targeting the right sectors based on where the gaps are today, and where we see those gaps in workforce knowledge skills and ability growing in the next 10 years? To make sure that we are making the right decisions now to close the gaps if possible.
Rachael Tashbook: One option is that we can work with the board to review the industry selected, if the board wanted to update those (usually updated every 2 years). There will be new short term projects early next year that we can show to the board to see if it is consistent with this?
Audrey Bohahan: Are we addressing the needs? Are we growing the talent that we need to grow? Are we having success and closing the gaps? Are we on track to being a better place 5-10 years from now, based on the investments being made today.
Rachael Tashbook: There is a tool that looks at results of Title I participants based on occupational skill types.   This tool lets us know that as WIOA are putting people into healthcare training, are they completing those programs and what are the results in employment and wage? Are we being effective? THis tool might help us know how successful we are at nudging people into the best

employment opportunities.

Beverly Wilson: Tell me more about having education and health services in one category in this projection (Bar graph)

Rachael Tashbook: This was just a highlight overview, and if you would like an education vs. healthcare breakdown I can provide that for you.

Jenna Rowell: It would be interesting to get insight on the methodology, it is very difficult to account for things such as coal plant closures projected by 2031/2032 that are on the horizon. What do you think about things like another plant closure in Apache County, for example, or resolution copper, and their projection? How does that factor into the methodology? Or how does it give you a signal on when the evaluation would need to occur to account for that significant change in the landscape?

Rachael Tashbook: We can share some insights on how we come up with some of our metrics and the backend data. If the council is interested, we can go into the methodology of the larger labor market data, or more specifically the WIOA data.

Kristen Mackey: We heard about the research data and how that goes into the projection. And we have state local data, and how do we take what we know about the data and apply some directions or overlay it with the projections in terms of future rates and what is actually happening? And whether we project the happening and how do we shorten or recognize the gaps to have more of an opportunity.

Rachael Tashbook: Great idea, thank you for the feedback.

8. **Registered Apprenticeship Training Process- Joann Bueno, DES**
   Registered Apprenticeships have 5 core components, the absence of one will NOT make it an apprenticeship, there needs to be all 5: Business Involvement, Related Instruction, Structured On-The-Job Training, Rewards for Skill Gaps, and National Occupational Credential.
   How to get your registered apprenticeship program started:
   a. Explore
   b. Build
   c. Partner
   d. Register
   e. Launch

Explore:

Determine your target apprenticeship occupation. No limit to the number of apprenticeship occupations

Ratio = number of apprentices to journey workers

Identify employees for apprenticeship occupations: New Employees and Current Employees

Full-time employees, only time this may be different is if the apprentice is a student, is still a minor and in highschool.

Length of occupation = 1 to 6 years

Wage Increases = annually

Build:

On-The-Job Learning (OJL)

Job Tasks developed with industry/employers,

OJL minimum of 2,000 hours (approximately 1 year)

Over 1,200 Occupations for Apprenticeship

Real World Environment, meaning it needs to be on a real work site with the support of a supervisor

Related Technical Instruction (RTI): must be built to supplement the real world environment training

RTI is a minimum of 144 hours per year (no maximum)

RTI can be delivered in Vocational and/or Technical Schools and Community Colleges/ Universities

Partner:
Industry Associations
Community College Districts/ Universities
Local Workforce Boards
Intermediary Sponsors (DOL Contracted)

Once partners have been identified and the program has been built and designed, the next step is to register…

Register:
Standards and other pertinent documents
Funding Opportunities
- Veterans can access their GI Benefits in a RA Program
- ETPL (WIOA) all registered apprenticeships registered in the state are placed on the ETPL list, they can determine if they want to be on the list or not
- WOTC (Work opportunity tax credit)
- Industry Intermediary Sponsors, if any

Launch

ARIZONA@WORK partner
- Arizona Job Connection & Business Services Team: the Registered apprenticeship office will support the launch of the program with supporting needs of hiring events and recruit by utilizing business services teams
Arizona Apprenticeship Office
- Technical Assistance
- Information sessions
- Apprenticeship Website Posting
- Workforce Development Partners
- Certificates of Completion and other documents

Key Roles in an Apprenticeship
Employers (OJL): provide the real work environment
Sponsors: Administer the program and records maintained and apprentices are safe.
Public Workforce Systems: provide supportive services and work with programs for any additional funding
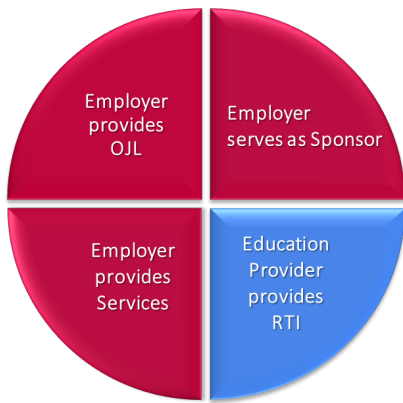Education: Providing related technical instruction
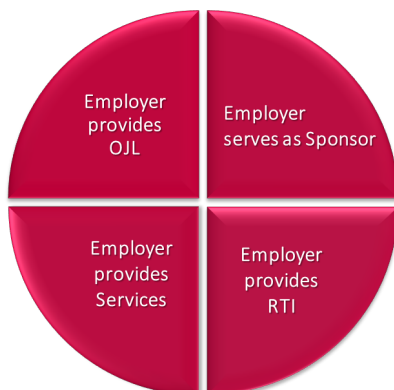
Single Employer Model
 Employer does all
 Employer provides on the job learning
RTI may be delivered in house
 Employer may serve as sponsor
Employer Provides services
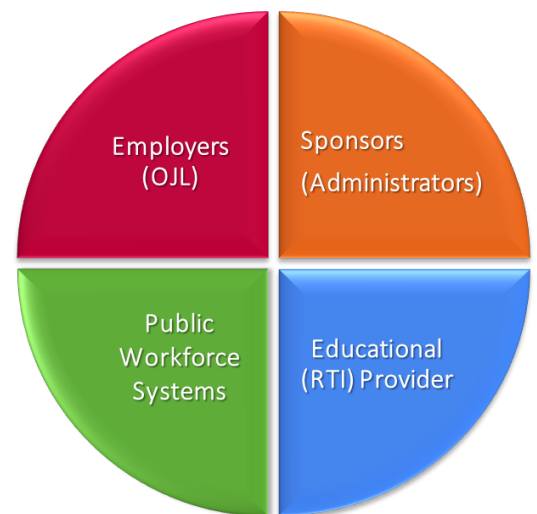
Single Employer + Education Provider Model

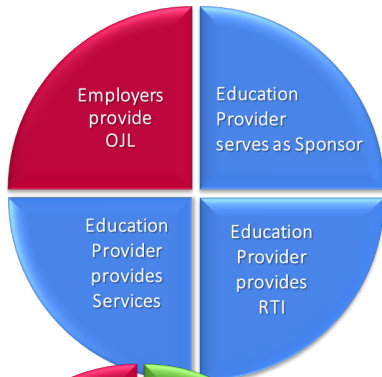Employers may not provide training in house, it may be provided through education provider for the RTI.

Example:

Partnerships with community colleges, vocational and trade schools and online learning

Multiple Employers +Education Provider Model

Examples:
- Community Colleges
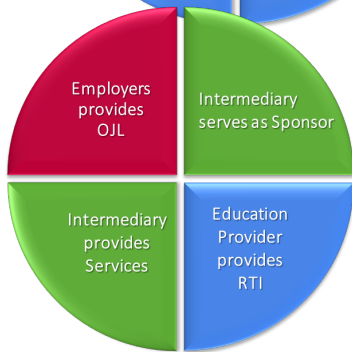- Vocational/Trade Schools
- Online Learning

Multiple Employers + Intermediary + Education Provider Model

Intermediary partners with education providers and serves as sponsor and service provider.

Examples:

Industry Associations, labor organizations, Community-based organizations, and nonprofits
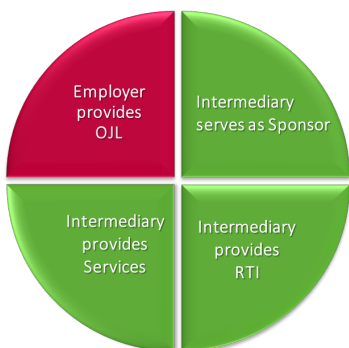
Multiple Employers + Intermediary Model

The intermediary would take the role as sponsor, provide the RTI, and would partner with local workforce areas to provide services.

Examples:

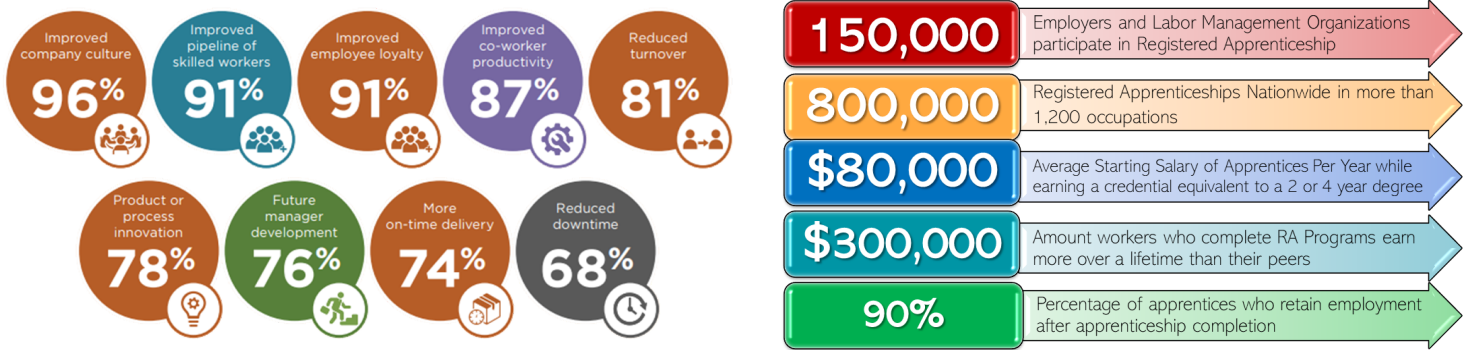Industry Associations, labor organizations, Community-based organizations, and nonprofits

Registered Apprenticeship

Offers a stepped- up system, so employers can start new hires at a lower wage while they earn the needed skills to do the job.

Has increased employee engagement and higher retention rates, which lowers the cost and loss in productivity of rehiring and retraining for the same position.

Provides a repeatable, organized framework for recruitment, hiring,onboarding, and advancing employees, that allows a business to ensure consistent results

Employers win

Improved company culture	Improved pipeline of skilled workers	Improved employee loyalty	Improved co-worker productivity	Reduced turnover
96%	91%	91%	87%	81%

Product or process innovation	Future manager development	More on-time delivery	Reduced downtime
78%	76%	74%	68%

150,000	Employers and Labor Management Organizations participate in Registered Apprenticeship
800,000	Registered Apprenticeships Nationwide in more than 1,200 occupations
$80,000	Average Starting Salary of Apprentices Per Year while earning a credential equivalent to a 2 or 4 year degree
$300,000	Amount workers who complete RA Programs earn more over a lifetime than their peers
90%	Percentage of apprentices who retain employment after apprenticeship completion

Questions/Comments:
Michelle Bolton: Appreciates Joann's enthusiasm and wants to congratulate the state on the recent announcement, where the Governor talked about the achievement in apprenticeship programs, especially in the semiconductor industry. The semiconductor industry cannot have enough tools, and congratulations to Arizona. This gives opportunities for employers in the ecosystem to participate.
Dennis Anthony: There are a lot of benefits to employers. One would be related instruction, typically an employer will train their employee on company time. There is an exception in registered apprenticeship, where the apprentice can go to night school, train and do their related education on their own time. There are tangible benefits to business that make apprenticeship very attractive. The multi-employer apprenticeship is really good for contractors to be able to call the apprenticeship office and say they need 5 second year apprentices and 2-4th year, because that is the level of work that is being required. There is an array of apprentices that can be sent out and have participating employers to get the training that they need. There are a lot of good benefits there.
Joann Bueno: Yes, great point. This also positions the apprentices for further career advancement, because the learning that is provided in the RTI, there have been community colleges that have recognized the prior learning received and is ready to give credit for the prior learning. This gives a better position to complete associate degree, and bachelor degree.
John Walters: How much have you integrated with the career exploration with ARIZONA@WORK to ensure candidates go to the correct fields?
Joann Bueno: Working closely with business services teams, and ARIZONA@WORK employment specialist in creating the awareness of what is available. In addition, we are a part of the skills quality commissions with the CTEs. We aim to try to align CTE programs with registered apprenticeship programs to create interest and open the possibility for exploration.
Shawn Hutchinson: Shares his appreciation for Joann Bueno and her presentation on apprenticeships, and refers back to the figure that shows how each component is so important. If one of the components is missing, it's not an apprenticeship. A lot of job training programs reference the word 'apprenticeship' in the way they conduct their businesses and training programs. Shawn stresses the importance of the opening comment and hearing that recognition. What tools does your office have for using the word apprenticeship in trying to draw in the students

into their programs that are not apprenticeships?

Joann Bueno: Mostly give the benefit of the doubt that maybe they are not aware of such things as registered apprenticeship. We have conversations with them to open their minds to registered apprenticeships and the benefits. Also, we inform them that although you are an apprentice, you are not registered.

Shawn Hutchinson: The whole industry, speaking mostly in the construction apprenticeship, which is about 70-80% of apprenticeships in the state. However, construction is a very transient industry and unique employment sector, and it needs to be taken with a grain of salt. On the construction side of things, consider the premise of the construction job site, and the job is to build a building. When that building. If there isn't another building to build, then there can be layoffs and unemployment. So as good as this sector is right now with all the jobs happening, there are still apprentices that are in between jobs and projects, as one ends and another hasn't begun yet. And the apprentices need support between those jobs. Reaching out to DES to get unemployment benefits simplified for apprentices who are in between jobs. And this needs to be brought to the bigger attention in this discussion.

Chairman Gaspers: Thanks Joann Bueno for her presentation and is honored to have been a part of the Governor announcement for the registered apprenticeship achievements.

9. **Rapid Response Update- Anna Hunter, DES**

Rapid Response is continuing to be responsive to the local workforce development board concerns to the rapid response funds in the state.
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DES has moved to an ALERT system to better respond to rapid response needs. DES has initiated 2 funding alerts (July 10, 2023)ALERT 23-001: allocated to LWDAs intended on focusing on work-based learning (WBL) capacity building and program enhancements. Feedback received was that there was no infrastructure to establish work-based learning initiatives. These allotments have been given:

$125,000 - Initial Allocation (Rural LWDAs) and $100,000 - Initial Allocation (other LWDAs).

The second funding ALERT issued (October 20,2023)ALERT 23-002: Rapid Response allocation increased to LWDAs and removing focus/requirements on WBL and associated capacity building. Established $775,000 availability for LWDAs to apply for WBL focused funds. Issuing first year Rapid Response dollar and increasing funds already provided.

Increase of $200,000 to all LWDAs. $
325,000 - Total Rapid Response allocation (Rural LWDAs), $300,000 - Total Rapid Response allocation (other LWDAs)

 $775k - Funding Opportunity - LWDAs may apply for additional Rapid Response funding focused on establishing new, or expanding current, WBL programs.

First Year Rapid Response DW Budget PY 23/FY 24
$7.539 M Total State 1st Year RR DW Funding

Activity		Amount
LWDA Rapid Response Allocation	$	3,825,000
LWDA Work-Based Learning Funding Opportunity	$	775,000
Set-Aside for Rapid Response Activities	$	1,561,000
State Rapid Response Program Operations	$	600,000
Rapid Response Communication & Outreach	$	778,000
Total Expenses for Planned Activities	$	7,539,000

LWDA Funding Allocations released on Alert 23-001 (PY23/FY24 LWDA WIOA Title I Funding Allocations) and Alert 23-002 (PY23/FY24 Rapid Response Funds).
Should LWDAs require funds beyond the available base funds to conduct rapid response events, please continue to submit requests using the process identified here: Request for Rapid Response.

Total WARN & Affected Workers January 2022-October 2023
steady increase of WARNS across the state and the funds being shared to support the employers and employees being affected.

State Rapid Response Total WARNs & Affected Workers

·· # of WARNs received — Affected workers (WARN)
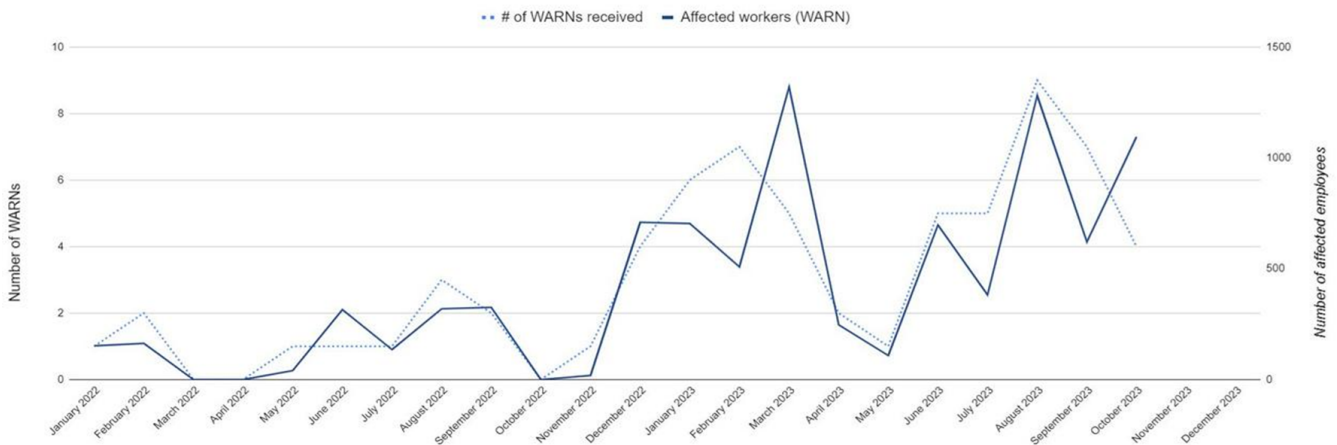
Total Non- WARNS & Affected Workers January 2022-October 2023
These layoffs don't meet requirements of official WARN, but still a spike of activity affecting employers and employees.

State Rapid Response Total Non-WARNs & Affected Workers
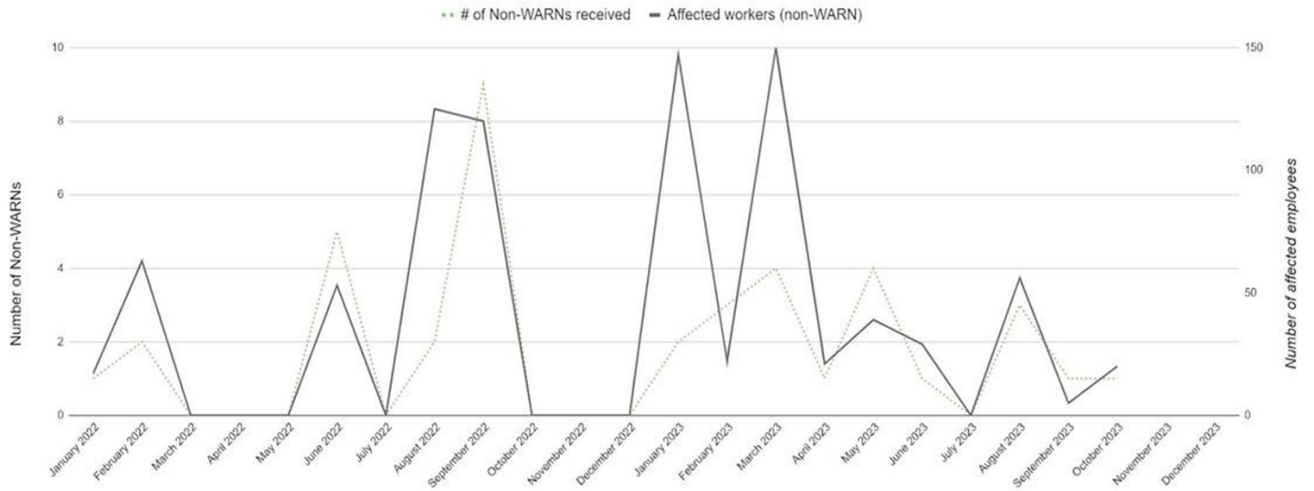
WARNs by LWDB January 2022- October 2023
Shows each LWDA affected by WARN and Non-WARN

Number of WARNs and Non-WARNs by Local Workforce Development Areas
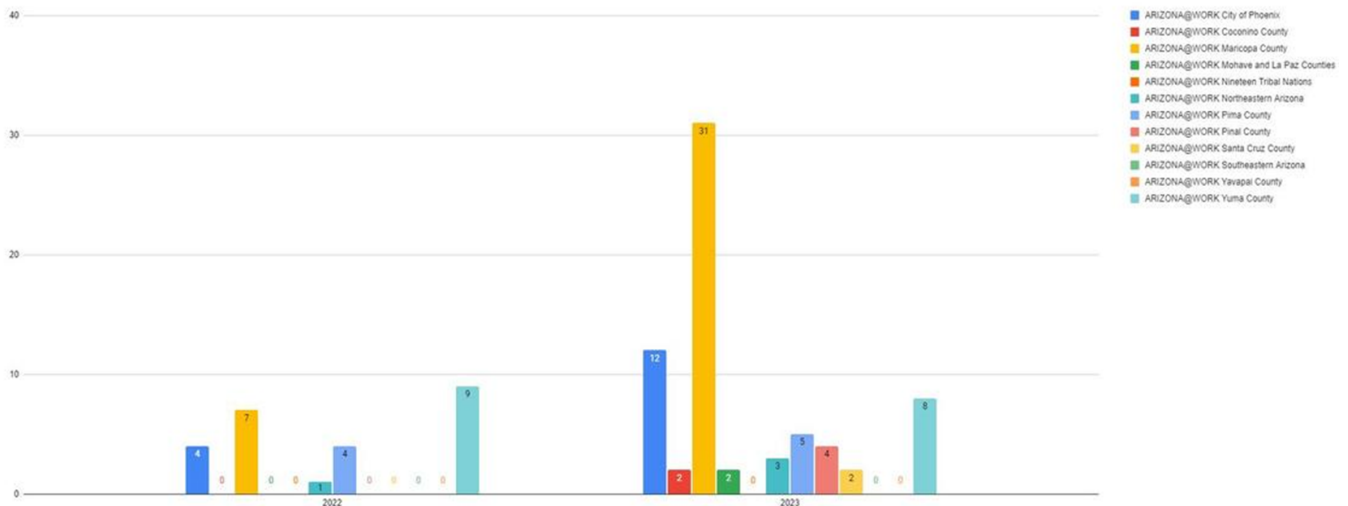
Questions/Comments:

Chairman Gaspers: Thanks Anna for presenting and references the ALERT information. On ALERT 23-003 are those Rapid Response funds limited only to work based learning activity?

Anna Hunter: No, both of these ALERTS are first year Rapid Response dollars and it can be used for all things available under the limitations to those dollars. For example, if a local area had a need for Rapid Response to meet the needs for their communities they can use the funding in both ALERTS. THe ALERT number 1 has been outlined to help with work based learning because DES did hear of a need for funding to stand up work based learning and had allocated dollars to be used for work based learning. However, those dollars are available to LWDB for all first year allowable activities

Chairman Gaspers: When you think about WIOA and structure of WIOA and the point of Rapid Response, to be rapid to the immediate needs in certain situations. When the Rapid Response funding was pulled back to the state in 2020, the council was concerned about where we were headed during those uncertain times with the pandemic. For those who are new, we had a robust discussion Q2 2023 at the Full Council meeting as to where the money location should be and

decided to retain in state with the access capability to the local areas. Thanks everyone for the work on this and continued work. This is going to be a continued topic and trying to get this right.

Jenna Rowell: The ending data on graph, Total WARNS & Affected Workers, there is a big gap between WARNS received and affected workers, unlike the next figure, Total Non- WARNS & Affected Workers, and it ends around the same place. Is that an indication that the employers are filing the WARNS but the actuals are different?

Anna Hunter: The number of WARNS received and the number of affected individuals per employer increased. That is why the data is showing larger WARNS.

Shawn Hutchinson: Are there restrictions on the Rapid Response dollars? Is there any reason that a local board with a need shouldn't request these funds? Currently one of the local boards is turning away apprentice applicants to start their careers due to budget, and we are in a position where apprentices are needed. Is there any restriction to having a local board request these funds that help keep apprentices available to the employers?

Anna Hunter: The funds the local board receives are very specific. The funds that DES receives as the fiscal agent of the WIOA funds from national DOL, the federal laws and how the dollars spent are very specific. The Rapid Response dollars are a portion of the local workforce development allocations and the state allocation for dislocated workers. These dollars are meant to provide services in the event of a layoff or lay off prevention services. Now, local workforce development boards do receive adult dollars and can be utilized using Title I B and contracted Title I B providers to potentially provide services to registered apprentices, but these dollars specifically would not be available in the situation you are referring to.

Dennis Anthony: Many multi-employers do use the Rapid Response funds, both union and the open shop. We have jobs all over the state, but the apprenticeship school may be based in Maricopa County or Pima County. There are other countries that are afforded apprenticeship funding that never really gets used for apprentices and may have a multi-employer program who has to have their apprentices cover 9-10 counties in the state. So, all the apprentices who are looking for these workforce dollars to get started with their careers, they have to go to all these different boards and every board has their own rules. So you end up with a plethora of deals and agreements and many fall through the cracks. Would it make sense for us to at some point consider that workforce apprenticeship funding should go through one entity? That way the apprentices are only dealing with one entity that covers the entire state, then you would know what that bucket of money is that can be used for apprenticeship, and then it can be fairly and equitably distributed amongst the apprenticeship community and new apprenticeships and existing apprenticeships. We have gone from 4,000 apprentices 3 years ago to 8,000 today, and it could be a continuing problem and it may be time to start having that conversation.

Anna Hunter: DES and the state of Arizona does not receive dollars from the federal Dept. of Labor in order to help people participate in registered apprenticeships. DES only receives dollars from the DOL for registered apprenticeships to administer the state registration agency. The dollars Arizona uses to potentially support registered apprentices in their registered apprenticeships are WIOA Title I B dollars, which are controlled at the local level. WIOA is designed to allow decisions to be made at the local level. DES does not have federal dollars that can be held at the state level that could be administered for statewide apprenticeship programs to support apprentices. There are opportunities that could be discussed but at this the federal dollars Arizona receives would have a limited pot of money to do that. The dollars currently used for registered apprenticeships and the success of a registered apprenticeship are through the local areas.

Shawn Hutchinson: The reference for the funds, can we be using the 3rd year Rapid Response funds? Would we start putting together a statewide policy administration of these funds for the local boards?

Anna Hunter: Yes, this council in conjunction with OEO, DES and Gov. Office, makes decisions about how best to use dislocated worker dollars, including 3rd year Rapid Response dollars which have less restriction. 3rd Rapid Response dollars are a potential but not a guarantee, and more conversation can be had.

10. **Pipeline AZ- Katherine Adams & Mary Foote**

   Pipeline AZ is a non-profit organization, their mission is, ' Every Arizonan has a career plan and the tools and resources to get there.'

   Pipeline AZ is a career platform that is available statewide, with various versions that are made available for different user audiences. The goal of Pipeline AZ is to create more economic opportunity by providing career exploration and career planning. and helping people understand their interest, what training is available, how to create a plan, and execute the plan to connect to an employer.

   Growth:
   a. 21K Job seekers
   b. 155K users- These users come from strong partnerships over the last few years.
   c. 361 schools & colleges
   d. 119K students
   e. 7.5K companies
   f. 2,900 non-profit managers and career advisors

   Additionally, Arizona Department of Education, in partnership with Pipeline AZ, allows the opportunity for Middle and High School Students to connect students to CTE programs, plan high school courses, explore post-secondary options and connect students to future job and career opportunities.

   These activities support the goals outlined for the Education Career Action Plan (ECAP).

   Schools, students and families will have access to the tool to assist Arizona students explore career and post-secondary opportunities and complete their ECAP.

   College Solutions:

   Pipeline AZ assists students' with career navigation in support of guided pathways by connecting them with local opportunities and information most applicable to their experiences and interests giving them tangible career and education goals.

   Pipeline AZ partnered with Maricopa Community Colleges to build Maricopa Pipeline AZ (MPAZ).

   Now, colleges across the state are implementing this trailblazing solution to equip staff, faculty and career mentors with a resource that provides customized support for student career exploration and planning.

   And, it is connected to the K12 version MyFuture AZ giving future students earlier awareness of possible pathways to Maricopa Colleges.

   Maricopa Pipeline AZ assists students' with career navigation in support of guided pathways by connecting them with local opportunities and information most applicable to their experiences and interests giving them tangible career and education goals.

   Industry Solutions:
   Industry Hubs Create Spaces for Talent Attraction. These unique resources align directly with the core workforce industries for Arizona's economy.
   Industry hubs:
   ● Create common skills, career pathways, and upskilling
   ● Create relationships with key employers in Arizona
   ● Introduce unique recruitment opportunities for employers

   Partnership Opportunities:
   Our career exploration and planning opportunities make us a great first step for youth and job seekers unsure where to start.

Apprenticeships are gaining renewed focus for government and industry. How can we tell the story of apprenticeships to our youth audience?
Students make up ⅔ of our user base. Schools and colleges are eager for more work-based experiences/learning to offer students.

Workforce Development: Bridging the gaps between Arizona's workforce and employers through strategic partnerships.
For more information:
To learn more as a job seeker, employer, partner or community supporter, visit:
www.pipelineaz.com
For more information, reach out to Info@PipelineAZ.com

11. **2024 Convening, Stacey Faulkner**
The 2024 Convening, themed "Crossroad to Connections," is set for January 11, 2024, at Gateway Community College's Central City Campus, 1245 E. Buckeye Rd., Phoenix, AZ 85034. The day's agenda includes a welcome and opening remarks from 9:00 am to 9:30 am, followed by a Business and Industry Panel from 9:30 am to 10:30 am. An Industry Breakout Session will take place from 10:45 am to Noon, with a Networking Luncheon and Awards Presentations scheduled from Noon to 1:00 pm. Online registration opens in December, providing an excellent opportunity for participants to join engaging discussions and establish valuable connections at this event.

Comment:
Chairman Gaspers: This is an opportunity to bring together businesses, education, workforce partners and local areas together to work through solutions for the workforce challenges that are being faced. Thank you to everyone who is participating in this Convening.

12. **Workforce Arizona Council Member Roundtable Discussion**
a. State Plan: Goals, Strategies, and Implementation of Goals- Sara Agostinho, DES
WIOA State Plan Development Outline:

| Activity	Objective(s)	Timeframe
WIOA State Plan Stakeholder Survey	• Collect input on state vision, mission, goals, and strategies • Identify stakeholder engagement opportunities	May – June 2023
Economic, Workforce, & Workforce Development Activities Analysis	• Assessment of economic and labor market information to inform state strategies responsive to changes in labor market, economic conditions, and state workforce development performance	Sept. – Nov. 2023
Stakeholder Engagement Workshop & Data Review Sessions	• Identify strengths and weaknesses of the state's workforce development activities • Refine statewide vision, mission, and goals for developing the workforce and meeting employer needs	**Now!**
Operational Plan Contributors & Workgroups	• Finalize state plan glans, strategies, and expected levels of performance • Prepare plan for approval and share with stakeholder groups	Nov. – Dec. 2023

What was learned from the engagement survey is that there is room for reimagining, with new administration, new priorities, there is room to grow and strengthen the goals and what they can be. See graph below:

Goals – *Connection to State's Future Direction*
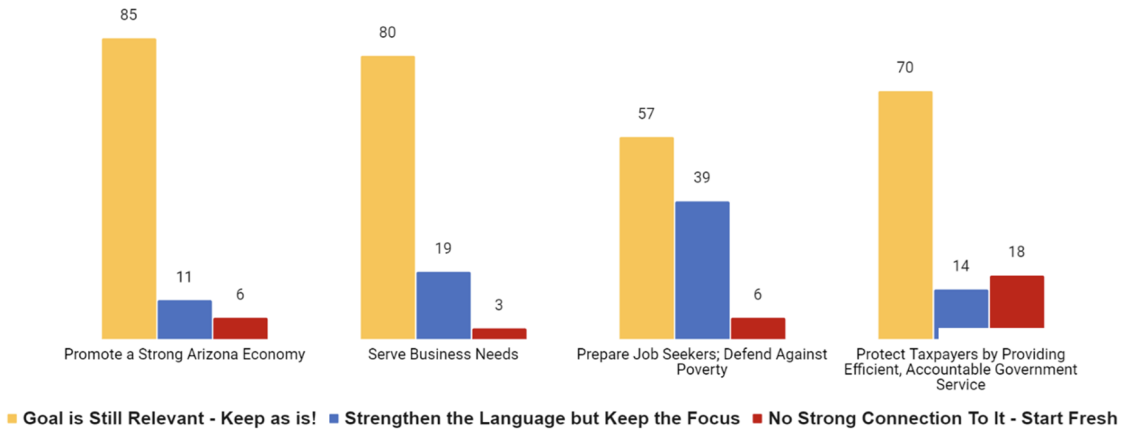
Statewide Goals for Future Decisions- how many goals to improve? The majority vote was to include 2-4 goals to ensure that they are SMART goals and able to be accomplished. See graph:
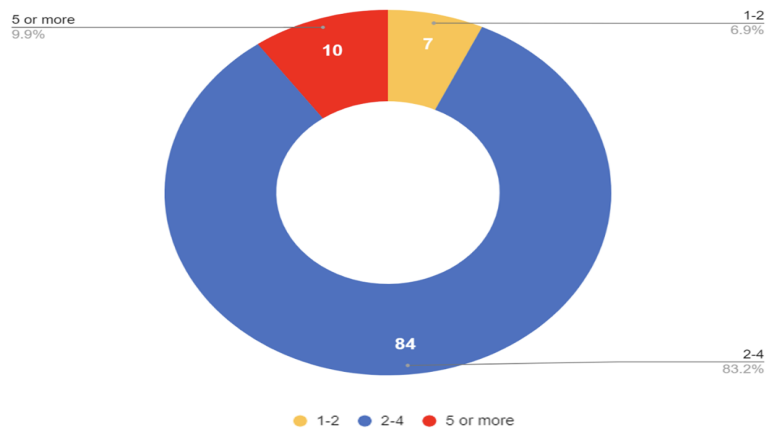
The DOL released a training employment guidance letter which outlined the planning priorities for all:

1. Leverage historic infrastructure investments
2. Investments that prepare workers for quality jobs
3. Data-drive decisions
4. Invest in Youth
5. Equity in service delivery & educational programming
6. Enhance supportive service offerings
7. Strategic Partnering

WIOA State Plan Opportunities for Arizona in terms of strategies:

•Foster statewide, systems-level partnerships

•Design and implement worker-centered, industry-driven career pathways

•Deliver equitable access to resources, programs, and wraparound services

•Enhance data-sharing systems and practices

•Prepare Arizona's youth for success in the workforce

•Increase the availability of and ease to access into high quality jobs

Potential Goal Focus Area and the alignment of WAC Strategic Plan

	Goal	Strategy
• Build worker-centered, industry driven career pathways & sector strategies that address the needs of all employers & workers	🟢	
• Prepare Arizona's youth for success in the workforce by providing high-quality training programs & wraparound services	🟢	
• Leverage statewide, systems-level partnerships to strengthen collaborative & coordinated services to shared customers		🔵
• Enhance a workforce system that offers seamless access to resources, programs, & wraparound services that ensures access to high-quality employment opportunities		🔵
• Implement data-sharing systems & practices to strengthen the coordination of services across core partner programs.		🔵

Hope to learn about where we want to focus those state plan goals and give the council an opportunity to participate and have a voice in this decision.

13. Adjournment
Second Vice Chair Audrey Bohanan motions to adjourn the meeting. Vice Chair John Walters seconds the motion. The motion passes. Meeting is adjourned at 3:05pm.

Persons with a disability may request reasonable accommodation, such as a sign language interpreter, by calling (480) 904-0826. Requests should be made as early as possible to allow time to arrange the accommodation. A copy of the material provided to Committee members (with the exception of material relating to possible executive sessions) is available for public inspection at the Office of Economic Opportunity, located at 100 N. 7th Avenue, Suite 400, Phoenix, AZ 85007.

Under A.R.S. § 38-431.03(A)(3), the Committee may vote to go into executive session, which will not be open to the public, for the purpose of obtaining legal advice on any item on the agenda.

At its discretion, the Committee may consider and act upon any agenda item out of order. Members of the Committee may appear by telephone.